


FORM LM-2 LABOR ORGANIZATION ANNUAL REPORT

MUST BE USED BY LABOR ORGANIZATIONS WITH \$200,000 OR MORE IN
TOTAL ANNUAL RECEIPTS AND LABOR ORGANIZATIONS IN TRUSTEESHIP

This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 439 or 440.

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

For Official Use Only  E	1. FILE NUMBER 000 - 317	2. PERIOD COVERED MO DAY YEAR From 10 01 2002 Through 09 30 2003	3. (a) AMENDED — If this is an amended report correcting a previously filed report, check here: <input type="checkbox"/> (b) TERMINAL — If your organization ceased to exist and this is its terminal report, see Section XII of the instructions and check here: <input type="checkbox"/> (c) SUBSIDIARY — If this is a report for a subsidiary organization of your union as defined in Section X of the instructions, check here: <input type="checkbox"/>
	8. MAILING ADDRESS First Name VINCENT J. Last Name BOLLON P.O. Box - Building and Room Number (if any) Number and Street 1750 NEW YORK AVENUE, N.W. City WASHINGTON State ZIP Code + 4 DC 20006 - 5395		
4. AFFILIATION OR ORGANIZATION NAME FIRE FIGHTERS AFL-CIO			
5. DESIGNATION (Local, Lodge, etc.) NHQ		6. DESIGNATION NUMBER	
7. UNIT NAME (if any)			
9. Are your organization's records kept at its mailing address? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> (If "No," provide address in Item 75.)			

75. ADDITIONAL INFORMATION	
Item Number	

Each of the undersigned, duly authorized officers of the above labor organization, declares, under the applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See Section VI on penalties in the instructions.)

76. SIGNED: <u>Harold A. Schaitberger</u> PRESIDENT Harold A. Schaitberger, General President 02/04/04 (202) 737-8484 Date Telephone Number	77. SIGNED: <u>Vincent J. Bollon</u> TREASURER Vincent J. Bollon, General Secretary-Treasurer 02/04/04 (202) 737-8484 Date Telephone Number
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During the Reporting Period Did Your Organization:

10. Have a "subsidiary organization" as defined in Section X of the instructions? ☒ Yes ☐ No
11. Create or participate in the administration of a trust or other fund or organization, as defined in the instructions, which provides benefits for members or their beneficiaries? ☒ Yes ☐ No
12. Have a political action committee (PAC) fund? ☒ Yes ☐ No
13. Acquire or dispose of any goods or property in any manner other than by purchase or sale? ☐ Yes ☒ No
14. Have an audit or review of its books and records by an outside accountant or by a parent body auditor/representative? ☒ Yes ☐ No
15. Discover any loss or shortage of funds or other property? ☐ Yes ☒ No
(Answer "Yes" even if there has been repayment or recovery.)
16. Have any officer who was paid \$10,000 or more by your organization and also received \$10,000 or more as an officer or employee of another labor organization or of an employee benefit plan? ☐ Yes ☒ No
17. Liquidate or reduce any liabilities without disbursement of cash? ☐ Yes ☒ No

(If the answer to any of the above questions is "Yes," provide details in Item 75 as explained in the instructions for each item.)

18. How many members did your organization have at the end of the reporting period? 2 6 1 5 5 1
19. What is the date of your organization's next regular election of officers? MO 0 8 YEAR 2 0 0 4
20. What is the maximum amount recoverable under your organization's fidelity bond for a loss caused by any officer or employee of your organization? \$ 5 0 0 0 0 0
21. What are your organization's rates of dues and fees?
(Enter a minimum and maximum if more than one rate applies for any line.)

Rates of Dues and Fees	
(a) Regular Dues/Fees	\$ 8.49 per month (Month, Year, etc.)
(b) Initiation Fees	\$ 10.00
(c) Transfer Fees	\$ None
(d) Work Permits	\$ None per not applicable (Month, Year, etc.)

22. During the reporting period, did your organization have any changes in its constitution and bylaws (other than rates of dues and fees) or in practices/procedures listed in the instructions? ☐ Yes ☒ No
(If the constitution and bylaws or practices/procedures have changed, see the instructions.)
23. Were any of your organization's assets pledged as security or encumbered in any other way at the end of the reporting period? ☐ Yes ☒ No
24. Did your organization have any contingent liabilities at the end of the reporting period? ☒ Yes ☐ No

(If the answer to Item 23 or 24 is "Yes," provide details in Item 75.)

STATEMENT A - ASSETS AND LIABILITIES

FILE NUMBER: 000 - 317

Complete Schedules 1 Through 15 Before Completing Statement A

Enter Amounts in Dollars Only -- Do Not Enter Cents

	ASSETS		From SCH #	Start of Reporting Period (A)	End of Reporting Period (B)
	Item				
ASSETS	25. Cash.....		1	7 4 2 7 1 4 4	1 0 0 7 5 7 6 8
	26. Accounts Receivable.....			2 9 7 4 1 1 6	2 8 5 6 0 8 3
	27. Loans Receivable.....			1 2 2 1 9 7 7	1 5 5 5 4 6 4
	28. U.S. Treasury Securities.....			0	0
	29. Investments.....		2	9 2 8 6 6 1 2	8 4 4 6 1 3 8
	30. Fixed Assets.....			1 3 5 8 1 6 4	1 8 0 8 9 8 9
	31. Other Assets.....		3	4 2 7 5 1 5 1	4 4 0 9 6 5 1
	32. TOTAL ASSETS.....			2 6 5 4 3 1 6 4	2 9 1 5 2 0 9 3
LIABILITIES	33. Accounts Payable.....		8	3 2 2 9 9 4 9	1 9 9 4 4 8 0
	34. Loans Payable.....			1 8 0 0 0 0	0
	35. Mortgages Payable.....			0	0
	36. Other Liabilities.....		4	4 1 7 1 3 1 3	4 0 6 3 7 9 7
	37. TOTAL LIABILITIES.....			7 5 8 1 2 6 2	6 0 5 8 2 7 7
	38. NET ASSETS (Item 32 less Item 37).....			1 8 9 6 1 9 0 2	2 3 0 9 3 8 1 6

STATEMENT B - RECEIPTS AND DISBURSEMENTS

FILE NUMBER: 0 0 0 - 3 1 7

Complete Schedules 1 Through 15 Before Completing Statement B

Enter Amounts in Dollars Only -- Do Not Enter Cents

CASH RECEIPTS	From SCH #	AMOUNT	CASH DISBURSEMENTS	From SCH #	AMOUNT
Item			Item		
39. Dues.....		0	56. To Officers.....	9	1 9 3 8 5 2 8
40. Per Capita Tax.....		2 4 0 9 3 9 7 2	57. To Employees.....	10	7 5 2 3 6 1 1
41. Fees.....		1 8 9 5 3 5	58. Per Capita Tax.....		1 6 4 7 3 3 2
42. Fines.....		0	59. Fees, Fines, Assessments, etc.		0
43. Assessments.....		0	60. Office & Administrative Expense....	13	3 8 5 6 1 7 0
44. Work Permits.....		0	61. Educational & Publicity Expense...		3 9 0 0 8 8 5
45. Sale of Supplies.....		1 6 0 5 4 9	62. Professional Fees.....		4 6 0 9 0 4 8
46. Interest.....		5 2 2 7 3 6	63. Benefits.....	11	3 7 5 3 5 5 3
47. Dividends.....		0	64. Contributions, Gifts & Grants.....	12	3 0 1 8 0 4 3
48. Rents.....		0	65. Supplies for Resale.....		7 4 9 6 2
49. Sale of Investments & Fixed Assets.....	6	1 5 6 1 5 3 5 6	66. Direct Taxes.....		5 8 9 3 8 9
50. Loans Obtained.....	8	0	67. Withholding Taxes.....		2 2 4 4 4 5 2
51. Repayments of Loans Made.....	1	5 1 8 2 9 6	68. Purchase of Investments & Fixed Assets.....	7	1 4 2 0 3 9 4 8
52. On Behalf of Affiliates for Transmittal to Them.....		0	69. Loans Made.....	1	8 5 1 7 8 3
53. From Members for Disbursement on Their Behalf....		0	70. Repayment of Loans Obtained.....	8	1 8 0 0 0 0
54. Other Receipts.....	14	9 9 3 9 8 8 4	71. To Affiliates of Funds Collected on Their Behalf.....		0
			72. On Behalf of Individual Members...		0
			73. Other Disbursements.....	15	0
55. TOTAL RECEIPTS.....		5 1 0 4 0 3 2 8	74. TOTAL DISBURSEMENTS		4 8 3 9 1 7 0 4

Enter Amounts in Dollars Only -- Do Not Enter Cents

SCHEDULE 1 – LOANS RECEIVABLE

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
1. Name: A-0024 Missouri SCFF Purpose: EDF Security: Local Officer Terms: 60 months	0	1 5 0 0 0 0	2 0 0 0 0	0	1 3 0 0 0 0
2. Name: A-0029 PFF New Jerse Purpose: EDF Security: Local Officer Terms: 60 months	8 0 8 2 6	0	9 6 0 6	0	7 1 2 2 0
3. Name: F-0004 Deep River ON Purpose: EDF Security: Local Officer Terms: 60 Months	1 4 3 9	0	1 1 5 0	0	2 8 9
4. Totals from additional pages (if any)	1 1 3 9 7 1 2	7 0 1 7 8 3	4 8 7 5 4 0	0	1 3 5 3 9 5 5
5. Totals of loans not listed above	0	0	0	0	0
6. Totals of Lines 1 through 5	1 2 2 1 9 7 7	8 5 1 7 8 3	5 1 8 2 9 6	0	1 5 5 5 4 6 4
The totals from Line 6 are entered in..... <div style="display: flex; justify-content: space-between; width: 100%;"> Item 27 Column (A) Item 69 Item 51 Item 75 with Explanation Item 27 Column (B) </div>					

SCHEDULE 2 - INVESTMENTS (OTHER THAN U.S. TREASURY SECURITIES)

FILE NUMBER: 0 0 0 - 3 1 7

Description (A)	Amount (B)
Marketable Securities	
1. Total Cost	1 0 0
2. Total Book Value	1 0 0
3. List each marketable security which has a book value over \$1,000 and exceeds 20% of Line 2. (a) None	0
(b)	
(c)	
(d)	
Other Investments	
4. Total Cost	8 0 8 3 1 1 4
5. Total Book Value	8 4 4 6 0 3 8
6. List each other investment which has a book value over \$1,000 and exceeds 20% of Line 5. Also list each subsidiary for which separate reports are attached. (a) None	0
(b)	
(c)	
(d)	
(e) Total from additional pages (if any)	
7. Total of Lines 2 and 5	8 4 4 6 1 3 8
The total from Line 7 is entered in Item 29, Column (B)	

SCHEDULE 3 - OTHER ASSETS

Description (A)	Book Value (B)
1. Prepaid Expenses	1 7 3 4 3 3
2. Deferred Pension Costs	4 0 5 6 8 5 5
3. Resaleable Union Supplies	1 7 9 3 6 3
4.	
5.	
6. Total from additional pages (if any)	
7. Total of Lines 1 through 6	4 4 0 9 6 5 1
The total from Line 7 is entered in Item 31, Column (B)	

SCHEDULE 4 - OTHER LIABILITIES

Description (A)	Amount at End of Period (B)
1. Salaries and Wages	4 3 8 1 4 9
2. Employee Expense Reimbursement	3 7 0 4 3
3. Vacation and Sick Pay	1 0 5 6 8 0 8
4. Severance	5 0 6 4 3 2
5. Compensatory Time	6 0 1 5
6. Total from additional pages (if any)	2 0 1 9 3 5 0
7. Total of Lines 1 through 6	4 0 6 3 7 9 7
The total from Line 7 is entered in Item 36, Column (D)	

SCHEDULE 5 - FIXED ASSETS

FILE NUMBER: 0 0 0 - 3 1 7

Description (A)	Cost or Other Basis (B)	Total Depreciation or Amount Expensed (C)	Book Value (D)	Fair Market Value (E)
1. Land (give location): None	0		0	0
2. Totals from additional pages (if any)				
3. Buildings (give location): 1750 New York Ave, NW Wash. DC	3 4 3 5 5 6	0	3 4 3 5 5 6	0
4. Totals from additional pages (if any)				
5. Automobiles and Other Vehicles	0	0	0	0
6. Office Furniture and Equipment	4 2 3 6 4 6 7	3 2 6 2 7 4 2	9 7 3 7 2 5	0
7. Other Fixed Assets	1 4 4 4 1 3 0	9 5 2 4 2 2	4 9 1 7 0 8	0
8. Totals of Lines 1 through 7	6 0 2 4 1 5 3	4 2 1 5 1 6 4	1 8 0 8 9 8 9	0
The total from Line 8, Column (D) is entered in..... Item 30, Column (B)				

SCHEDULE 6 - SALE OF INVESTMENTS AND FIXED ASSETS

Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Gross Sales Price (D)	Amount Received (E)
1. Sale of Certificate of Deposits	1 5 6 1 5 3 5 6	1 5 6 1 5 3 5 6	1 5 6 1 5 3 5 6	1 5 6 1 5 3 5 6
2.				
3.				
4.				
5. Totals from additional pages (if any)				
6. Totals of Lines 1 through 5	1 5 6 1 5 3 5 6	1 5 6 1 5 3 5 6	1 5 6 1 5 3 5 6	1 5 6 1 5 3 5 6
7. Less Reinvestments				0
8. Net Sales				1 5 6 1 5 3 5 6
The total from Line 8 is entered in Item 49				

SCHEDULE 7 – PURCHASE OF INVESTMENTS AND FIXED ASSETS

FILE NUMBER: 000 - 317

Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Cash Paid (D)
1. Purchase of Furniture & Fixtures	686042	686042	686042
2. United Unions Building Special Assessment	89280	89280	89280
3. Purchase of AFL-CIO Housing Investment Trust	13428626	13428626	13428626
4.			
5. Totals from additional pages (if any)			
6. Totals of Lines 1 through 5	14203948	14203948	14203948
	7. Less Reinvestments		0
	8. Net Purchases		14203948
The total from Line 8 is entered in Item 68			

SCHEDULE 8 -- LOANS PAYABLE

Source of Loans Payable at Any Time During the Reporting Period (A)	Loans Owed at Start of Period (B)	Loans Obtained During Period (C)	Repayment Made During Period		Loans Owed at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
1. Line of Credit	180000	0	180000	0	0
2.					
3.					
4.					
5. Totals from additional pages (if any)					
6. Totals of Lines 1 through 5	180000	0	180000	0	0
The total from Line 6 is entered in Item 34 Item 50 Item 70 Item 75 Item 34 Column (C) with Explanation Column (D)					

SCHEDULE 9 - ALL OFFICERS AND DISBURSEMENTS TO OFFICERS

FILE NUMBER: 0 0 0 - 3 1 7

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>	Status (C)*					
1. SCHAITBERGER HAROLD GEN. PRESIDENT	C	2 1 1 9 1 3	0	1 6 5 7 9 5	1 1 9 1	3 7 8 8 9 9
2. BOLLON VINCENT GEN. SEC-TREAS.	C	1 9 0 0 4 4	0	7 8 4 6 2	1 1 3 9	2 6 9 6 4 5
3. GALLAGHER KEVIN 1ST DISTRICT VP	C	5 0 8 8 4	0	6 3 0 0 0	0	1 1 3 8 8 4
4. WRIGHT LOUIE 2ND DISTRICT VP	C	5 0 8 8 4	0	6 6 6 9 9	0	1 1 7 5 8 3
5. MULLANE A. MICHAEL 3RD DISTRICT VP	C	5 0 8 8 4	0	5 9 1 7 9	0	1 1 0 0 6 3
6. TAYLOR WILLIAM 4TH DISTRICT VP	C	5 0 8 8 4	0	5 2 2 9 4	0	1 0 3 1 7 8
7. CONWAY JOSEPH 5TH DISTRICT VP	C	5 0 8 8 4	0	4 1 2 1 6	0	9 2 1 0 0
8. Totals from additional pages (if any)		5 2 8 2 2 4	0	6 2 5 6 7 9	0	1 1 5 3 9 0 3
9. Totals of Lines 1 through 8		1 1 8 4 6 0 1	0	1 5 2 3 2 4	2 3 3 0	2 3 3 9 2 5 5
				10. Less Deductions	4 0 0 7 2 7	
The total from Line 11 is entered in Item 56				11. Net Disbursements	1 9 3 8 5 2 8	

*Code for Status (C): past officer - P; continuing officer - C; new officer during the reporting period - N.

(If any officer was not elected at a regular election in accordance with your organization's constitution and bylaws, explain in Item 75.)

SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES

FILE NUMBER: 0 0 0 - 3 1 7

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
CROUSE 1. CHIEF OF STAFF N/A	1 2 7 7 3 1	0	9 4 1 6 1	0	2 2 1 8 9 2
BERGER 2. EXECUTIVE ASSIST N/A	1 8 2 1 4 1	0	7 3 8 1	0	1 8 9 5 2 2
COPLEY 3. BUDGET & FINANCE N/A	1 0 9 2 1 7	0	9 1 7 3	0	1 1 8 3 9 0
GIFFORD 4. BUDGET & FINANCE N/A	5 9 4 8 6	0	0	0	5 9 4 8 6
LEE 5. CANDIAN OFFICE N/A	7 4 6 9 3	0	3 1 4 7 6	0	1 0 6 1 6 9
6. Totals from additional pages (if any)	5 9 5 9 2 7 4	0	5 0 9 9 1 5	0	6 4 6 9 1 8 9
7. Totals for all employees who, during the reporting period, received \$10,000 or less in total disbursements from your organization and any affiliates	1 4 3 2 1 7 5	0	7 7 0 5 1 3	0	2 2 0 2 6 8 8
8. Totals of Lines 1 through 7	7 9 4 4 7 1 7	0	1 4 2 2 6 1 9	0	9 3 6 7 3 3 6
			9. Less Deductions	1 8 4 3 7 2 5	
The total from Line 10 is entered in Item 57			10. Net Disbursements	7 5 2 3 6 1 1	

SCHEDULE 11 - BENEFITS

FILE NUMBER: 0 0 0 - 3 1 7

Description (A)	To Whom Paid (B)	Amount (C)
1. Pension Plans (Actual Cash Disbursed)	Trust	2 1 4 8 6 0 0
2. Group Health/Life Insurance	Carrier	1 3 6 8 2 5 5
3. Health Insurance (Retirees)	Carrier	2 3 6 6 9 8
4.		
5. Total from additional pages (if any)		
6. Total of Lines 1 through 5		3 7 5 3 5 5 3
The total from Line 6 is entered in Item 63		

SCHEDULE 12 - CONTRIBUTIONS, GIFTS & GRANTS

Description (A)	Amount (B)
1. Grants to Affiliates	1 2 3 6 1 2
2. Contributions to PAC's	2 4 8 9 7 6 0
3. Contributions to Redmond Found	1 1 6 4 4 0
4. Awards	9 3 4 6
5. Donations to Charities	2 1 4 2 0 7
6. Special Dinners/Honorariums	6 4 6 7 8
7. Total from additional pages (if any)	
8. Total of Lines 1 through 7	3 0 1 8 0 4 3
The total from Line 8 is entered in Item 64	

SCHEDULE 13 - OFFICE & ADMINISTRATIVE EXPENSE

Description (A)	Amount (B)
1. Insurance Local Bonding	8 3 7 3 4
2. Miscellaneous	2 8 6 7 4 5
3. Office Expense/Supplies	4 2 7 1 7 4
4. Office Machine Rent/Maintenanc	1 5 0 0 4 6
5. Postage & Freight	6 2 1 1 0 7
6. Printing & Copying	1 2 7 7 4 5 4
7. Total from additional pages (if any)	1 0 0 9 9 1 0
8. Total of Lines 1 through 7	3 8 5 6 1 7 0
The total from Line 8 is entered in Item 60	

SCHEDULE 14 - OTHER RECEIPTS

Description (A)	Amount (B)
1. Grant Revenue	6 1 9 2 3 7 1
2. Conference Registrations	9 0 1 0 5 9
3. Ref Prior Legal Fees/Suit Settle	7 7 0 0 0
4. Insurance Received	5 3 0 2 2
5. Reimbursed Exp for Special Assign	6 6 1 0 0 0
6. Contributions Received	1 3 3 4 9 7 1
7. Subscriptions	3 5 3 8
8. Royalties	7 1 6 9 2 3
9.	
10.	
11.	
12.	
13.	
14.	
15.	
16. Total from additional pages (if any)	
17. Total of Lines 1 through 16	9 9 3 9 8 8 4
The total from Line 17 is entered in Item 54	

SCHEDULE 15 - OTHER DISBURSEMENTS

Description (A)	Amount (B)
1. None	0
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	
11.	
12.	
13.	
14.	
15.	
16. Total from additional pages (if any)	
17. Total of Lines 1 through 16	0
The total from Line 17 is entered in Item 73	

ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

FILE NUMBER: 000 - 317

ENDING DATE OF PERIOD COVERED:
09/30/2003

SCHEDULE 9 – ALL OFFICERS AND DISBURSEMENTS TO OFFICERS (continued)

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>	Status (C)*					
RITCHIE TERRY 6TH DISTRICT VP	C	3 4 8 7 1	0	6 9 8 9 3	0	1 0 4 7 6 4
HARVEY PAUL 7TH DISTRICT VP	C	5 0 8 8 4	0	4 0 6 6 1	0	9 1 5 4 5
MILLER THOMAS 8TH DISTRICT VP	C	5 0 8 8 4	0	5 6 0 7 2	0	1 0 6 9 5 6
MCNEILL MICHAEL 9TH DISTRICT	C	5 0 8 8 4	0	6 7 0 9 2	0	1 1 7 9 7 6
FERGUSON JAMES 10TH DISTRICT	C	5 0 8 8 4	0	3 4 7 1 8	0	8 5 6 0 2
MASS ERNEST 11TH DISTRICT	C	5 0 8 8 4	0	5 2 1 6 9	0	1 0 3 0 5 3
BARBERA DOMINICK 12TH DISTRICT	C	5 0 8 8 4	0	5 6 6 9 2	0	1 0 7 5 7 6
CARPENTER BRUCE 13TH DISTRICT	C	3 4 8 7 1	0	5 0 4 5 7	0	8 5 3 2 8

ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

FILE NUMBER: 000 - 317

ENDING DATE OF PERIOD COVERED:
09/30/2003

SCHEDULE 9 – ALL OFFICERS AND DISBURSEMENTS TO OFFICERS *(continued)*

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>	Status (C)*					
TODD DANNY 14TH DISTRICT	C	5 0 8 8 4	0	4 2 2 5 6	0	9 3 1 4 0
FENNELL JAMES 15TH DISTRICT	C	3 4 8 7 1	0	5 2 7 0 1	0	8 7 5 7 2
JOHNSON JAMES 16TH DISTRICT	N	2 6 9 1 5	0	3 0 6 3 7	0	5 7 5 5 2
DAVILA AMEDEE FORMER 16TH VP	P	1 6 7 3 8	0	2 7 5 0 4	0	4 4 2 4 2
CROUSE MICHAEL ACTING 16TH VP	P	0	0	4 2 5 9	0	4 2 5 9
LLOYD DENNIS FORMER TRUSTEE	P	0	0	1 8	0	1 8
GREENWOOD ROBERT TRUSTEE	C	8 9 2 1	0	1 2 5 9 5	0	2 1 5 1 6
OUELLETTE MARK TRUSTEE	C	7 0 4 1	0	1 2 5 7 0	0	1 9 6 1 1

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ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

ENDING DATE OF PERIOD COVERED:
09/30/2003

FILE NUMBER: 0 0 0 - 3 1 7

SCHEDULE 9 – ALL OFFICERS AND DISBURSEMENTS TO OFFICERS *(continued)*

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>	Status (C)*					
HAMILTON KEITH TRUSTEE	N	7 8 0 8	0	1 5 3 8 5	0	2 3 1 9 3

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ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

FILE NUMBER: 000 - 317

ENDING DATE OF PERIOD COVERED:
09/30/2003

SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
O'CONNOR	KEVIN	1 0 8 9 9 2	0	4 2 6 7 2	0	1 5 1 6 6 4
GOVT & PUB AFF						
N/A						
BILLY	DAVID	8 6 0 4 4	0	1 1 6 7 1	0	9 7 7 1 5
GOVT & PUB AFF						
N/A						
KASINITZ	BARRY	8 6 0 3 2	0	7 6 4 8	0	9 3 6 8 0
GOVT & PUB AFF						
N/A						
JANHUNEN	PETER	8 5 9 3 6	0	5 2 2 0	0	9 1 1 5 6
GOVT & PUB AFF						
N/A						
DUFFY	RICHARD	1 5 0 5 8 9	0	4 8 7 9 7	0	1 9 9 3 8 6
OCCUP SAFE HEALT						
N/A						

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ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

FILE NUMBER: 000 - 317

ENDING DATE OF PERIOD COVERED:
09/30/2003

SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
MORRISON PATRICK SAFETY/HEALTH N/A	6 0 1 6 6	0	3 7 1 0	0	6 3 8 7 6
LAMAR ERIC EDUC & HAZ-MAT N/A	1 0 8 9 9 2	0	1 6 2 7 6	0	1 2 5 2 6 8
NEUN DAVID EDUC & HAZ-MAT N/A	8 5 9 3 6	0	4 8 0 6	0	9 0 7 4 2
SOLOMON SCOTT HAZ-MAT N/A	8 6 0 3 2	0	2 4 5 5 2	0	1 1 0 5 8 4
HOFFMAN PAUL HAZ-MAT N/A	8 5 9 3 6	0	7 9 1 4	0	9 3 8 5 0

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ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

FILE NUMBER: 000 - 317

ENDING DATE OF PERIOD COVERED:
09/30/2003

SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
MOORE LORI TECH ASS/EMS N/A	1 0 9 1 1 4	0	2 1 9 4 6	0	1 3 1 0 6 0
MOORE JONATHAN TECH ASS/EMS N/A	8 6 0 3 2	0	8 5 8 9	0	9 4 6 2 1
SHAFFER MICHELE TECH ASS/EMS N/A	8 6 1 1 3	0	6 3 9 0	0	9 2 5 0 3
BURKE GEORGE PUBLIC RELATIONS N/A	1 0 9 1 1 4	0	3 7 4 3 8	0	1 4 6 5 5 2
GENSER ERIC HUMAN RELATIONS N/A	1 0 8 9 9 2	0	5 7 4 0	0	1 1 4 7 3 2

ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

ENDING DATE OF PERIOD COVERED:
09/30/2003

FILE NUMBER: 0 0 0 - 3 1 7

SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
BERNARD DAVID INFO TECH OPERAT N/A	8 5 9 3 6	0	8 1 6 3	0	9 4 0 9 9
DELISLE JEFFREY FIELD SERVICES N/A	9 4 1 6 6	0	1 8 9 2 3	0	1 1 3 0 8 9
AARON LISA SECRETARY N/A	5 7 2 5 5	0	3 6	0	5 7 2 9 1
ALVA THERESA SECRETARY N/A	4 8 1 2 0	0	0	0	4 8 1 2 0
BENEDICT RONALD TECH ASSISTANT N/A	5 5 4 9 8	0	1 5 7 4	0	5 7 0 7 2

ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

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ENDING DATE OF PERIOD COVERED:
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SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
BERIGAN JENNIFER POL ACTION ASST N/A	6 5 0 5 8	0	3 3 3 1	0	6 8 3 8 9
BENNETT DAISY SECRETARY N/A	4 3 0 7 9	0	0	0	4 3 0 7 9
BERNSTEIN NATALIE EDUCATION ASST N/A	5 5 3 1 1	0	3 4 4	0	5 5 6 5 5
BRENNAN CYNTHIA SECRETARY N/A	6 2 8 0 0	0	6 2 9	0	6 3 4 2 9
CHASE MARGARET ACCOUNTING CLERK N/A	6 2 8 0 0	0	0	0	6 2 8 0 0

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FIRE FIGHTERS AFL-CIO

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ENDING DATE OF PERIOD COVERED:
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SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
COX SECRETARY N/A	BERNA DEAN	5 3 9 9 2	0	2 3 8	0	5 4 2 3 0
COX SECRETARY N/A	BRENDA	5 0 2 8 2	0	0	0	5 0 2 8 2
CRAINE PUB REL ASSIST N/A	KRISTIN	5 7 8 1 9	0	1 1 9 7	0	5 9 0 1 6
DAVIS PUB REL ASSIST N/A	KRISTIN	5 4 8 8 2	0	6 7	0	5 4 9 4 9
DENNIS EXEC. SECRETARY N/A	CHRISTINE	8 6 1 1 3	0	8 5 2 1	0	9 4 6 3 4

ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

FILE NUMBER: 0 0 0 - 3 1 7

ENDING DATE OF PERIOD COVERED:
09/30/2003

SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
WATKINS DARLENE SECRETARY N/A	4 7 7 5 4	0	0	0	4 7 7 5 4
DUFFY ELAINE EXEC. SECRETARY N/A	9 8 0 9 1	0	4 5 2 8	0	1 0 2 6 1 9
DUNN PATRICK LEGAL ASSISTANT N/A	5 8 6 2 6	0	1 2	0	5 8 6 3 8
ERICKSON DOUGLAS EDUC. ASSISTANT N/A	1 8 3 8 9	0	3 6 0	0	1 8 7 4 9
FALZONE MICHELLE EDUC. ASSISTANT N/A	5 8 8 8 9	0	1 1 0 7	0	5 9 9 9 6

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SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
GRAY	THERESA	4 3 9 9 4	0	0	0	4 3 9 9 4
ACCOUNTING CLERK						
N/A						
GREEN	MAUREEN	4 8 9 7 1	0	2 4	0	4 8 9 9 5
MEMBERSHIP CLERK						
N/A						
GRIFFITHS	STEPHANIE	5 8 0 9 9	0	0	0	5 8 0 9 9
LEGAL SECRETARY						
N/A						
GRIMES	JAMES	4 3 2 8 5	0	9 4 4	0	4 4 2 2 9
OFFICE CLERK						
N/A						
GRIMES	MARIE	6 8 2 0 5	0	6 7 6	0	6 8 8 8 1
SECRETARY						
N/A						

50+

ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

FILE NUMBER: 0 0 0 - 3 1 7

ENDING DATE OF PERIOD COVERED:
09/30/2003

SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
HARRELL	BETTY	5 3 5 3 1	0	0	0	5 3 5 3 1
SECRETARY						
N/A						
HARRISON	BRUCE	5 8 7 3 3	0	2 6	0	5 8 7 5 9
COMPUTER ASSIST						
N/A						
HENDERSON	DIANE	7 2 0 5 2	0	0	0	7 2 0 5 2
ASST. COMPTROLLE						
N/A						
HINIKER	JUDITH	5 3 1 9 3	0	2 3 1	0	5 3 4 2 4
SECRETARY						
N/A						
JONES	STEVEN	6 9 1 8 6	0	2 4 0 6	0	7 1 5 9 2
TECH. ASSISTANT						
N/A						

ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

FILE NUMBER: 000 - 317

ENDING DATE OF PERIOD COVERED:
09/30/2003

SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
LIGHTNER	SAMANTHA	4 6 7 2 7	0	1 2	0	4 6 7 3 9
MEMBERSHIP CLERK						
N/A						
KELLY	DANA	5 3 0 7 8	0	1 1 7 9 1	0	6 4 8 6 9
POL ACTION ASSIS						
N/A						
KIM	HANK	6 5 8 8 8	0	3 3 8 3	0	6 9 2 7 1
GOVT. AFF. ASSIS						
N/A						
LARSON	NANCY	6 2 8 3 7	0	0	0	6 2 8 3 7
ACCOUNTING CLERK						
N/A						
LEVINSON	ANDREW	5 8 8 8 4	0	9 5 1	0	5 9 8 3 5
H/S ASSISTANT						
N/A						

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ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

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ENDING DATE OF PERIOD COVERED:
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SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
LYLES OFFICE CLERK N/A	4 5 1 2 7	0	0	0	4 5 1 2 7
MARCELINO TECH ASSISTANT N/A	5 1 9 7 2	0	1 3 5 8	0	5 3 3 3 0
MCDONALD TECH. ASSISTANT N/A	5 9 3 4 7	0	0	0	5 9 3 4 7
MCGRAW H/S ASSISTANT N/A	2 4 2 9 9	0	3 8 0	0	2 4 6 7 9
METZ SECRETARY N/A	5 8 0 9 9	0	1 9 4	0	5 8 2 9 3

ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

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ENDING DATE OF PERIOD COVERED:
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SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
MILLER CASSANDRA SECRETARY N/A	5 8 4 6 2	0	4 1 2 8	0	6 2 5 9 0
NAEGLE V. J. SECRETARY N/A	5 8 0 9 9	0	2 1 3 7	0	6 0 2 3 6
O'BRIEN JENNIFER SECRETARY N/A	4 8 6 2 3	0	4 8	0	4 8 6 7 1
O'NEILL SEAN GOVT AFF ASSIST. N/A	5 9 0 2 1	0	9 0 1	0	5 9 9 2 2
PARKS KELLEY TEHC. ASSISTANT N/A	5 8 7 0 6	0	3 6 0	0	5 9 0 6 6

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FIRE FIGHTERS AFL-CIO

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ENDING DATE OF PERIOD COVERED:
09/30/2003

SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES *(continued)*

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
PFLAUM SECRETARY N/A	RITA	5 2 1 5 3	0	0	0	5 2 1 5 3
PINKNEY SECRETARY N/A	CYNTHIA	5 8 0 9 9	0	1 3 4 4	0	5 9 4 4 3
PRITCHARD MEMBERSHIP CLERK N/A	ANN-MARIE	5 2 3 0 9	0	8 0 0	0	5 3 1 0 9
SCHAITBERGER ACCOUNTING CLERK N/A	JULIE	5 5 5 3 0	0	8 9	0	5 5 6 1 9
SCHAITBERGER ASST TO COS N/A	MICHAEL	7 7 6 8 5	0	1 2 0 9 7	0	8 9 7 8 2

ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

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ENDING DATE OF PERIOD COVERED:
09/30/2003

SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
SEARS AMY ACCOUNTING CLERK N/A	3 5 8 1 3	0	0	0	3 5 8 1 3
SHELTON MARY SECRETARY N/A	5 1 1 2 6	0	2 3 5	0	5 1 3 6 1
SHYMANSKY ANNETTE ACCOUNTING CLERK N/A	4 8 4 7 3	0	1 2	0	4 8 4 8 5
KUMAR SANJANA SPECIAL EVENTS B/A	5 9 3 9 9	0	1 5 5 6	0	6 0 9 5 5
SOPOURN SUSAN RECEPTIONIST N/A	4 8 5 0 0	0	0	0	4 8 5 0 0

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ORGANIZATION NAME:
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ENDING DATE OF PERIOD COVERED:
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SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
SPEARS WILLIAM MAIL CLERK N/A	4 8 0 4 6	0	0	0	4 8 0 4 6
STEWART RICHARD COMPUTER ASSIST N/A	5 8 5 9 9	0	0	0	5 8 5 9 9
TAYLOR NICOLE TEC. ASSISTANT N/A	6 2 2 7 1	0	1 6 4 6	0	6 3 9 1 7
VANDLANDINGH JOYCE SECRETARY N/A	4 7 2 6 5	0	0	0	4 7 2 6 5
CONNOLLY KEVIN HAZ-MAT ASSIST N/A	5 4 6 6 2	0	1 9 0 8	0	5 6 5 7 0

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ENDING DATE OF PERIOD COVERED:
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SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
DECKER STEPHEN HAZ-MAT ASSIST N/A	6 2 5 6 8	0	3 9 0 6	0	6 6 4 7 4
DAVIS WENDELL HAZ-MAT ASSIST N/A	1 6 2 5 5	0	5 9 0 3	0	2 2 1 5 8
DENNIS THOMAS HAZ-MAT ASSIST N/A	6 3 4 5 6	0	1 2 2 8 6	0	7 5 7 4 2
DONOHUE DAVID HAZ-MAT ASSIST N/A	5 6 1 3 2	0	8 3 8 5	0	6 4 5 1 7
DOWLEYNE JACQUELINE SECRETARY N/A	4 7 8 3 3	0	1 4 5 6	0	4 9 2 8 9

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09/30/2003

SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name (List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position (Enter employee's job title.)						
(C) Name of Affiliated Organization (if applicable)						
LOCKHART	KIMBERLY	6 0 3 5 4	0	5 0 2 2	0	6 5 3 7 6
HAZ-MAT ASSIST						
N/A						
MASSA	DIANE	6 0 5 0 4	0	3 8 9 5	0	6 4 3 9 9
HAZ-MAT ASSIST						
N/A						
PATTERSON	PATRICIA	4 8 2 5 3	0	0	0	4 8 2 5 3
HAZ-MAT CLERK						
N/A						
TEVAULT	LAURA	4 7 4 6 9	0	3 3 6	0	4 7 8 0 5
HAZ-MAT CLERK						
N/A						
KERCHNER	ROMY	2 7 4 4 2	0	3 3 9 9	0	3 0 8 4 1
HAZ-MAT ASSIST						
N/A						

ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

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ENDING DATE OF PERIOD COVERED:
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SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
TURNER CHRISTOPHE HAZ-MAT ASSIST N/A	2 8 1 7 9	0	6 4 7 5	0	3 4 6 5 4
FONES NANCY HAZ-MAT ASSIST N/A	3 1 0 5 3	0	8 9 3 5	0	3 9 9 8 8
GOLDSTEIN RANDALL RESEARCH ASSIST N/A	3 4 7 6 4	0	0	0	3 4 7 6 4
HAUGAN RICHARD FIRE FIGHTER MEM N/A	1 1 2 6 8	0	0	0	1 1 2 6 8
MASINO VIRGINIA SECRETARY N/A	6 7 7 7 3	0	1 2 7 1 3	0	8 0 4 8 6

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SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
MCBRIDE JAMES COMM. ASSIST N/A	3 4 9 1 5	0	7 4	0	3 4 9 8 9
MUFFLEY RONALD MAIL CENTER N/A	1 7 0 9 7	0	0	0	1 7 0 9 7
MURPHY THERESA SECRETARY N/A	2 4 3 0 8	0	0	0	2 4 3 0 8
PEASE MICHAEL EMS ASSISTANT N/A	5 2 2 5 0	0	1 7 3 3	0	5 3 9 8 3
SICILIANO BARTHOMEW HEALTH/SAFETY N/A	2 0 8 9 4	0	0	0	2 0 8 9 4

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ORGANIZATION NAME:
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SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
BEAMS RICHARD FIELD SERVICE N/A	1 0 1 9 0	0	7 3 4 8	0	1 7 5 3 8
CHATELAIN JANET PEER FITNESS N/A	1 3 3 4 7	0	6 8 4 4	0	2 0 1 9 1
DRWAL ANDREW FIELD SERVICE N/A	2 9 9 4 3	0	1 2 1 6 8	0	4 2 1 1 1
KEHOE KEVIN FIELD SERVICE N/A	1 8 0 8 0	0	1 1 0 4 7	0	2 9 1 2 7
KILBANE PATRICK FIELD SERVICE N/A	1 1 2 6 1	0	9 6 3 5	0	2 0 8 9 6

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SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES *(continued)*

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
MERRILL MICHAEL FIELD SERVICE N/A	2 3 1 9 6	0	0	0	2 3 1 9 6
RADER KEVIN FIELD SERVICE N/A	1 1 9 7 0	0	8 3 8 5	0	2 0 3 5 5
TUCKER CARRIE FINANCIAL CORP N/A	8 4 4 1 7	0	1 5 7 2 9	0	1 0 0 1 4 6
SHIELDS BILLY FORMER FINANCIAL N/A	9 6 8 7 5	0	1 2 2 0 5	0	1 0 9 0 8 0

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ORGANIZATION NAME:
FIRE FIGHTERS AFL-CIO

FILE NUMBER: 000 - 317

ENDING DATE OF PERIOD COVERED:
09/30/2003

SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
4. Name: F-0105 Ft. Drum, NY Purpose: EDF Security: Local Officer Terms: 60 months	0	2 4 5 9 6	2 8 7 0	0	2 1 7 2 6
5. Name: I-0025 Palmdale, CA Purpose: EDF Security: Local Officer Terms: 60 Months	1 0 9 6 3	0	3 1 3 2	0	7 8 3 1
6. Name: I-0061 Burbank Airpo Purpose: EDF Security: Local Officer Terms: 60 Months	1 6 4	0	1 6 4	0	0
7. Name: I-0074 Princeton Uni Purpose: EDF Security: Local Officer Terms: 60 Months	4 2 3 0	0	1 2 9 6	0	2 9 3 4

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FIRE FIGHTERS AFL-CIO

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ENDING DATE OF PERIOD COVERED:
09/30/2003

SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
8. Name: L-0008 Great Falls Purpose: EDF Security: Local Officer Terms: 60 Months	6 2 3 5	0	6 2 3 5	0	0
9. Name: L-0032 Utica NY Purpose: EDF Security: Local Officer Terms: 60 Months	1 3 5 0 0	0	6 5 0 0	0	7 0 0 0
10. Name: L-0043 Portland OR Purpose: EDF Security: Local Officer Terms: 60 Months	2 3 3 3 2	0	5 4 2 1	0	1 7 9 1 1
11. Name: L-0060 Scranton PA Purpose: EDF Security: Local Officer Terms: 60 Months	0	1 0 0 0 0 0	1 1 6 6 9	0	8 8 3 3 1

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ENDING DATE OF PERIOD COVERED:
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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
12. Name: L-0065 Knoxville TN Purpose: EDF Security: Local Officer Terms: 60 Months	1 1 3 1 0	0	4 4 1 5	0	6 8 9 5
13. Name: L-0065 Knoxville TN Purpose: EDF Security: Local Officer Terms: 60 Months	1 5 4 7 6 3	0	3 0 9 6 0	0	1 2 3 8 0 3
14. Name: L-0109 Newark OH Purpose: EDF Security: Local Officer Terms: 60 Months	2 1 1 8 7	0	7 0 5 6	0	1 4 1 3 1
15. Name: L-0268 Halifax NS Purpose: EDF Security: Local Officer Terms: 60 Months	1 3 0 1 8	0	1 2 3 2 9	0	6 8 9

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
16. Name: L-0471 Harvey IL Purpose: EDF Security: Local Officer Terms: 60 Months	5 2 6 0 9	0	1 1 5 9 6	0	4 1 0 1 3
17. Name: L-0508 Anniston AL Purpose: EDF Security: Local Officer Terms: 60 Months	1 4 6 5 6	0	5 0 0 5	0	9 6 5 1
18. Name: L-0543 Moundsville W Purpose: EDF Security: Local Officer Terms: 60 Months	2 1 4 4	0	1 0 0 8	0	1 1 3 6
19. Name: L-0618 Centralia IL Purpose: EDF Security: Local Officer Terms: 60 Months	3 4 8 8	0	3 4 8 8	0	0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
20. Name: L-0619 Lafayette LA Purpose: EDF Security: Local Officer Terms: 60 Months	1 3 1 8	0	2 6 4	0	1 0 5 4
21. Name: L-0630 Livingston MT Purpose: EDF Security: Local Officer Terms: 60 Months	3 9 9 2	0	1 8 4 8	0	2 1 4 4
22. Name: L-0644 Lincoln NE Purpose: EDF Security: Local Officer Terms: 60 Months	1 2 6 6 8 4	0	2 4 9 9 6	0	1 0 1 6 8 8
23. Name: L-0684 Ecorse MI Purpose: EDF Security: Local Officer Terms: 60 Months	5 0 0 0	0	5 8 8	0	4 4 1 2

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
24. Name: L-0734 Baltimore Cit Purpose: EDF Security: Local Officer Terms: 60 Months	0	2 7 0 0 0	2 2 5 0	0	2 4 7 5 0
25. Name: L-0781 Independence Purpose: EDF Security: Local Officer Terms: 60 Months	5 0 3 4	0	3 9 9 6	0	1 0 3 8
26. Name: L-0788 Camden NJ Purpose: EDF Security: Local Officer Terms: 60 Months	0	2 6 3 3 1	1 3 1 7	0	2 5 0 1 4
27. Name: L-0879 Hot Springs Purpose: EDF Security: Local Officer Terms: 60 Months	2 2 2 8	0	1 0 0 8	0	1 2 2 0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
28. Name: L-0879 Hot Springs Purpose: EDF Security: Local Officer Terms: 60 Months	3 7 5 0	0	1 5 0 0	0	2 2 5 0
29. Name: L-1012 Ft. Frances Purpose: EDF Security: Local Officer Terms: 60 Months	6 3 8 4	0	5 1 1 3	0	1 2 7 1
30. Name: L-1182 Thorold ON Purpose: EDF Security: Local Officer Terms: 60 Months	9 5 3 2	0	7 0 1 6	0	2 5 1 6
31. Name: L-1220 Girard OH Purpose: EDF Security: Local Officer Terms: 60 Months	6 9 9 4	0	2 0 0 4	0	4 9 9 0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
32. Name: L-1311 Baltimore Co. Purpose: EDF Security: Local Officer Terms: 60 Months	0	7 5 0 0 0	6 2 5 0	0	6 8 7 5 0
33. Name: L-1349 Mobile AL Purpose: EDF Security: Local Officer Terms: 60 Months	1 6 2 8	0	1 6 2 8	0	0
34. Name: L-1365 Orlando, FL Purpose: EDF Security: Local Officer Terms: 60 Months	9 7 4 0	0	9 7 4 0	0	0
35. Name: L-1537 Anacortes WA Purpose: EDF Security: Local Officer Terms: 60 Months	4 1 4	0	4 1 4	0	0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
36. Name: L-1563 Ann Arundel Purpose: EDF Security: Local Officer Terms: 60 Months	2 4 3 0 0	0	2 4 3 0 0	0	0
37. Name: L-1690 Parma Heights Purpose: EDF Security: Local Officer Terms: 60 Months	4 4 9 1	0	2 1 6 8	0	2 3 2 3
38. Name: L-1739 Ridgeville CT Purpose: EDF Security: Local Officer Terms: 60 Months	1 9 3 0 2	0	4 1 8 6	0	1 5 1 1 6
39. Name: L-1772 Jamestown NY Purpose: EDF Security: Local Officer Terms: 60 Months	1 7 7 0 0	0	3 6 0 0	0	1 4 1 0 0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
40. Name: L-1799 Odgensburg NY Purpose: EDF Security: Local Officer Terms: 60 Months	4 9 1 6	0	1 1 7 6	0	3 7 4 0
41. Name: L-1805 Clark Co WA Purpose: EDF Security: Local Officer Terms: 60 Months	4 6 8	0	4 6 8	0	0
42. Name: L-1835 Warren PA Purpose: EDF Security: Local Officer Terms: 60 Months	8 4 3 7	0	2 3 2 4	0	6 1 1 3
43. Name: L-1881 Ardmore OK Purpose: EDF Security: Local Officer Terms: 60 Months	2 9 0 5 0	0	6 0 0	0	2 8 4 5 0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
44. Name: L-1881 Ardmore OK Purpose: EDF Security: Local Officer Terms: 60 Months	3 2 5 4 8	0	6 0 0	0	3 1 9 4 8
45. Name: L-1882 Lawton OK Purpose: EDF Security: Local Officer Terms: 60 Months	1 2 3 3 5	0	3 3 4 8	0	8 9 8 7
46. Name: L-1953 Perkins Twosp Purpose: EDF Security: Local Officer Terms: 60 Months	4 9 9 0	0	2 1 7 1	0	2 8 1 9
47. Name: L-2024 Federal Way Purpose: EDF Security: Local Officer Terms: 60 Months	2 9 6	0	2 9 6	0	0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
48. Name: L-2047 Moore OK Purpose: EDF Security: Local Officer Terms: 60 Months	1 9 7 6	0	1 0 0 8	0	9 6 8
49. Name: L-2071 Bellingham WA Purpose: EDF Security: Local Officer Terms: 60 Months	4 2 5 0	0	1 5 0 0	0	2 7 5 0
50. Name: L-2094 Yarmouth NS Purpose: EDF Security: Local Officer Terms: 60 Months	0	1 5 1 9	1 0 7 5	0	4 4 4
51. Name: L-2156 N. Royalton Purpose: EDF Security: Local Officer Terms: 60 Months	4 0 0	0	4 0 0	0	0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
52. Name: L-2216 Compton CA Purpose: EDF Security: Local Officer Terms: 60 Months	1 7 5 3	0	1 7 5 3	0	0
53. Name: L-2290 Henderson KY Purpose: EDF Security: Local Officer Terms: 60 Months	3 4 6 3	0	1 6 9 0	0	1 7 7 3
54. Name: L-2311 North Ada Co Purpose: EDF Security: Local Officer Terms: 60 Months	4 3 1 6	0	3 7 2 0	0	5 9 6
55. Name: L-2319 Sandpoint ID Purpose: EDF Security: Local Officer Terms: 60 Months	1 2 2 0	0	1 2 2 0	0	0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
56. Name: L-2446 Palm Bay FL Purpose: EDF Security: Local Officer Terms: 60 Months	5 1 1 8	0	4 7 7 1	0	3 4 7
57. Name: L-2533 Branford CT Purpose: EDF Security: Local Officer Terms: 60 Months	2 5 8 5	0	2 0 0 4	0	5 8 1
58. Name: L-2545 Kirkland WA Purpose: EDF Security: Local Officer Terms: 60 Months	3 8 0	0	3 8 0	0	0
59. Name: L-2562 Cohoes NY Purpose: EDF Security: Local Officer Terms: 60 Months	5 5 0 0	0	5 5 0 0	0	0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
60. Name: L-2612 Sedgwick KS Purpose: EDF Security: Local Officer Terms: 60 Months	7 4 8 6	0	7 4 8 6	0	0
61. Name: L-2644 Cullman AL Purpose: EDF Security: Local Officer Terms: 60 Months	1 7 9	0	1 5 2	0	2 7
62. Name: L-2644 Cullman AL Purpose: EDF Security: Local Officer Terms: 60 Months	1 7 4 5	0	6 0 0	0	1 1 4 5
63. Name: L-2718 Nahant MA Purpose: EDF Security: Local Officer Terms: 60 Months	3 4 1 1	0	2 2 0 0	0	1 2 1 1

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
64. Name: L-2779 Sydney, NS Purpose: EDF Security: Local Officer Terms: 60 Months	4 4 3 4	0	4 4 3 4	0	0
65. Name: L-2825 Amsterdam NY Purpose: EDF Security: Local Officer Terms: 60 Months	6 7 5 0	0	3 0 0 0	0	3 7 5 0
66. Name: L-2899 Anaheim CA Purpose: EDF Security: Local Officer Terms: 60 Months	3 0 3 2 2	0	1 4 0 0 4	0	1 6 3 1 8
67. Name: L-2919 Sea-Tac WA Purpose: EDF Security: Local Officer Terms: 60 Months	2 9 6	0	2 9 6	0	0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
68. Name: L-2956 Lake Mohegan Purpose: EDF Security: Local Officer Terms: 60 Months	4 2 5 0	0	3 0 0 0	0	1 2 5 0
69. Name: L-2969 Brevard Co FL Purpose: EDF Security: Local Officer Terms: 60 Months	3 3 0 0	0	3 3 0 0	0	0
70. Name: L-2998 Campbell OH Purpose: EDF Security: Local Officer Terms: 60 Months	5 8 0 0	0	2 4 0 0	0	3 4 0 0
71. Name: L-3009 Lombard IL Purpose: EDF Security: Local Officer Terms: 60 Months	2 7 3 0 0	0	1 1 5 5 0	0	1 5 7 5 0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
72. Name: L-3033 Skokie IL Purpose: EDF Security: Local Officer Terms: 60 Months	2 0 1 8 0	0	1 1 0 1 6	0	9 1 6 4
73. Name: L-3170 Monroe Co NJ Purpose: EDF Security: Local Officer Terms: 60 Months	6 8 6 9	0	1 8 8 4	0	4 9 8 5
74. Name: L-3174 Kentwood MI Purpose: EDF Security: Local Officer Terms: 60 Months	2 0 0 0	0	1 2 5 0	0	7 5 0
75. Name: L-3217 Metro DC Air Purpose: EDF Security: Local Officer Terms: 60 Months	1 0 1 5 3	0	1 0 1 5 3	0	0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
76. Name: L-3249 Camden Co NJ Purpose: EDF Security: Local Officer Terms: 60 Months	2 4 9 8 8	0	6 0 5 0	0	1 8 9 3 8
77. Name: L-3348 Hall Co GA Purpose: EDF Security: Local Officer Terms: 60 Months	1 5 4 0 0	0	1 8 0 0	0	1 3 6 0 0
78. Name: L-3406 Norfolk Arpt Purpose: EDF Security: Local Officer Terms: 60 Months	3 1 1 7	0	2 0 4 1	0	1 0 7 6
79. Name: L-3449 United Valley Purpose: EDF Security: Local Officer Terms: 60 Months	1 5 5 6	0	4 2 0	0	1 1 3 6

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
80. Name: L-3449 United Valley Purpose: EDF Security: Local Officer Terms: 60 Months	2 2 8 0	0	4 7 5	0	1 8 0 5
81. Name: L-3473 Downey CA Purpose: EDF Security: Local Officer Terms: 60 Months	8 3 0 0	0	8 3 0 0	0	0
82. Name: L-3482 Mukilteo WA Purpose: EDF Security: Local Officer Terms: 60 Months	1 1 2 9 2	0	3 9 9 6	0	7 2 9 6
83. Name: L-3503 Manchester Tw Purpose: EDF Security: Local Officer Terms: 60 Months	1 4 7 3	0	8 1 6	0	6 5 7

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
84. Name: L3253 San Luis Obispo Purpose: EDF Security: Local Officer Terms: 60 Months	2 5 3 2 6	0	8 0 0 4	0	1 7 3 2 2
85. Name: L-3524 Medic 7 WA Purpose: EDF Security: Local Officer Terms: 60 Months	1 9 8 0 5	0	1 9 8 0 5	0	0
86. Name: L3568 Brunswick OH Purpose: EDF Security: Local Officer Terms: 60 Months	3 4 0 4	0	1 0 0 8	0	2 3 9 6
87. Name: L-3594 Wood Dale IL Purpose: EDF Security: Local Officer Terms: 60 Months	7 2 8 8	0	7 2 8 8	0	0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
88. Name: L-3709 Lansing IL Purpose: EDF Security: Local Officer Terms: 60 Months	1 5 0 0	0	1 5 0 0	0	0
89. Name: L-3789 Taylor Co FL Purpose: EDF Security: Local Officer Terms: 60 Months	9 0 4	0	5 0 4	0	4 0 0
90. Name: L-3836 Morristown TN Purpose: EDF Security: Local Officer Terms: 60 Months	6 5 7 6	0	2 1 3 4	0	4 4 4 2
91. Name: L-3865 St John Co FL Purpose: EDF Security: Local Officer Terms: 60 Months	7 1 6 6	0	3 5 0 0	0	3 6 6 6

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List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
92. Name: L-3878 Maricopa Co Purpose: EDF Security: Local Officer Terms: 60 Months	4 6 6 4	0	4 6 6 4	0	0
93. Name: L-3878 Maricopa Co Purpose: EDF Security: Local Officer Terms: 60 Months	1 3 7 4 0 7	7 5 9 3	3 2 5 0 0	0	1 1 2 5 0 0
94. Name: L-3878 Maricopa Co Purpose: EDF Security: Local Officer Terms: 60 Months	0	1 5 0 0 0 0	2 0 0 0 0	0	1 3 0 0 0 0
95. Name: L-3878 Maricopa Co Purpose: EDF Security: Local Officer Terms: 60 Months	0	1 5 0 0 0 0	1 0 0 0 0	0	1 4 0 0 0 0

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
96. Name: L-3881 Keizer OR Purpose: EDF Security: Local Officer Terms: 60 Months	3 0 6 2	0	7 3 7	0	2 3 2 5
97. Name: L-3881 Keizer OR Purpose: EDF Security: Local Officer Terms: 60 Months	0	7 2 9 9	8 5 4	0	6 4 4 5
98. Name: L-3918 S. Fire CT Purpose: EDF Security: Local Officer Terms: 60 Months	2 4 0 3	0	8 1 6	0	1 5 8 7
99. Name: L-3950 N. Hudson NJ Purpose: EDF Security: Local Officer Terms: 60 Months	0	7 5 0 0 0	8 7 5 0	0	6 6 2 5 0

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List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
100. Name: L-3996 Sanford FL Purpose: EDF Security: Local Officer Terms: 60 Months	1 8 0 0	0	5 5 0	0	1 2 5 0
101. Name: L-3997 Edison Twnshp Purpose: EDF Security: Local Officer Terms: 60 Months	5 2 5 3	0	1 3 9 1	0	3 8 6 2
102. Name: L-4041 Rye Brook NY Purpose: EDF Security: Local Officer Terms: 60 Months	3 4 0 4	0	1 0 0 8	0	2 3 9 6
103. Name: L-4055 Hamilton OH Purpose: EDF Security: Local Officer Terms: 60 Months	0	2 4 4 5	1 2 3	0	2 3 2 2

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SCHEDULE 1 – LOANS RECEIVABLE (continued)

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
104. Name: L-4068 Pahrump Valle Purpose: EDF Security: Local Officer Terms: 60 Months	2 7 7 8	0	0	0	2 7 7 8
105. Name: L-4099 Tehlequah OK Purpose: EDF Security: Local Officer Terms: 60 Months	0	5 0 0 0	3 2 8 3	0	1 7 1 7
106. Name: L-4132 Muskegon Twn Purpose: EDF Security: Local Officer Terms: 60 Months	0	3 5 0 0 0	4 6 6 4	0	3 0 3 3 6
107. Name: L-4141 Prattville AL Purpose: EDF Security: Local Officer Terms: 60 Months	0	1 5 0 0 0	5 0 0	0	1 4 5 0 0

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SCHEDULE 4 – OTHER LIABILITIES (continued)

Description (A)	Amount at End of Period (B)
Bank Draft	7 3 9 8
Payroll Taxes/Other Employee Ded	1 3 3 2 2 7 9
Pension Plan Contributions	3 3 3 3 0 0
Deferred Revenues	2 7 4 4 8 9
Commitments & Contingencies	7 1 8 8 4

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ENDING DATE OF PERIOD COVERED:
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75. ADDITIONAL INFORMATION

Item Number	
10	<p>Item 10: Is there a subsidiary organization?</p> <p>IAFF Financial Corporation, a wholly owned subsidiary of the International Association of Fire Fighters, was incorporated in 2001 for the purpose of marketing deferred compensation/IRA products for professional fire fighters. Federal Identification Number: 30-0025729.</p>

65+

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75. ADDITIONAL INFORMATION(continued)

Item Number	
11	<p>Item 11: Participate in the Administration of Another Organization</p> <p>H.W. Howie McClennan Scholarship Federal Identification Number: 52-1121279</p> <p>Purpose: To provide college scholarships in the amount of \$2,500.00 yearly to children of professional fire fighters who died in the line of duty.</p> <p>Item 11: Participate in the Administration of Another Organization</p> <p>IAFF Disaster Relief Fund Federal Identification Number: 52-1846252</p> <p>Purpose: To provide aid (\$500.00/fire fighter/year) to professional fire fighters who suffer during large disasters.</p>

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75. ADDITIONAL INFORMATION *(continued)*

Item Number	
12	<p>Item 12: Have a Political Action Committee?</p> <p>The International Association of Fire Fighters has a PAC-VIC account.</p> <p>Federal Identification Number: C 0029447</p>

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75. ADDITIONAL INFORMATION *(continued)*

Item Number	
14	<p>Item 14: Have an outside audit?</p> <p>The International Association of Fire Fighters had an annual audit performed as of September 30, 2003 by:</p> <p>Stokes & Company, P.C. 1201 15th Street, N.W. Suite 340 Washington, DC 20005-2800</p>

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75. ADDITIONAL INFORMATION *(continued)*

Item Number
24

Operating Leases"

The Association has entered into lease agreements that are classified as operating leases. The leases are for office equipment, automobiles and office space. The following is a schedule, by fiscal years ending September 30, of future minimum lease payments as of September 30, 2003:

Equipment and Automobiles:

2004	\$ 65,011
2005	12,624
2006	11,962
2007	-
Later Years	-

\$ 89,597

Office Space:

2004	\$682,502
2005	802,506
2006	784,587
2007	749,436
Later Years	685,525

\$3,704,556

As part of the office space lease, the Association has agreed that in the event the basic rent, plus additional rent for any increase in operating expenses and real estate taxes, shall be insufficient to meet the debt service requirements and other obligations on the building of the landlord (United Unions, Inc.), the Association will pay as additional rent its pro-rata share (9%) of the amount necessary to meet such debt service requirements and other obligations. The total rent expense incurred by the Association under all operating leases during the year ended September 30, 2003 was \$732,324.

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75. ADDITIONAL INFORMATION (continued)

Item Number 24	<p>Operating Leases (Continued)</p> <p>The IAFF Fallen Fire Fighter Memorial Fund, Inc. has entered into a lease agreement for office space that is classified as an operating lease. The following is a schedule, by fiscal years ending September 30, of future minimum lease payments as of September 30, 2003:</p> <p>Office Space</p> <table><tr><td>2004</td><td>\$12,543</td></tr><tr><td>2005</td><td>13,170</td></tr><tr><td>2006</td><td>7,903</td></tr><tr><td></td><td>\$33,616</td></tr></table> <p>The total rent expense incurred by the IAFF Fallen Fire Fighters Memorial Fund, Inc., under all operating leases during the year ended September 30, 2003 was \$14,040.</p> <p>Other Commitments and Contingencies</p> <p>The Association, as owner of the IAFF Financial Corporation, is a guarantor of a \$1,000,000 line of revolving credit. The Association, as guarantor, is contingently liable for all obligations, liabilities and indebtedness that may be incurred in connection with this line of credit. \$749,542 was outstanding at September 30, 2003. The interest rate is set at a variable rate equal to the bank's base rate, payable monthly. The interest rate as of September 30, 2003 was 4.00% and interest of \$25,485 was incurred by the IAFF Financial Corp on the line of credit as of September 30, 2003. The principal is due and payable in full on the maturity date of January 31, 2004. No problems are anticipated in renewing the line of credit in January, 2004.</p> <p>The Association as partial owner of United Unions, Inc., is a co-guarantor of the first deed of trust note on the United Unions, Inc. building. The Association, as co-guarantor, is contingently liable for \$93,026 on the first deed of trust note. The first deed of trust note is held by SunTrust Bank and bears annual interest of 6.45%. United Unions, Inc. is to make monthly payments of \$117,953, including principal and interest, until June 1, 2004, at which point the entire note will be satisfied. The Association has designated and set aside investments in a mutual fund amounting to \$757,120 to fund any potential liability arising regarding the first deed of trust note.</p> <p>The Association and the International Association of Fire Fighters Burn Foundation participated in Federal grant programs, which are subject to financial and compliance audits by Federal agencies or their representatives. Management does not anticipate any significant adjustments as a result of such audit.</p>	2004	\$12,543	2005	13,170	2006	7,903		\$33,616
2004	\$12,543								
2005	13,170								
2006	7,903								
	\$33,616								